

FOURTH FORUM



2ND QUARTER FY05

4TH DISTRICT AWARD STANDINGS

GOLD



Maj. Worth
RS Detroit

SILVER



Maj. Harrill
RS Richmond

BRONZE



Maj. Gideons
RS Cleveland

(COVER) Designed by Cpl. Sarah M. Harman.

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Guidelines for Submission If you have a comment, or you've written a story, or have a story idea that you would like to see in *4th Forum*, the 4th MCD staff would like to hear from you. You can call the editor at (717) 770-8125 or send an e-mail to sengte@marines.usmc.mil. If you would like to submit a story about recruiting, tricks of the trade, military families, or any other subject, please send the typed story along with any photographs to: 4th Forum Editor, 4th MCD, Bldg. 54, Suite 3, New Cumberland, Pa. 17070. Submissions will only be returned by request.

COLONEL'S REMARKS

These will be my final Forum comments as Commanding Officer of the 4th Marine Corps District.

After a year of relatively tough recruiting, I believe we have reestablished a solid foundation on which to build and continue to improve.

We accomplished this by not making excuses, focusing on the fundamentals of Systematic Recruiting, and executing. I didn't do it — you did. You did it by believing in yourselves and each other, by working hard, and by focusing on the things that really matter; **quality production, contract placement, and shipping.**

We must continue to focus on getting better and performing to our potential. Successful recruiting is about achieving and maintaining consistency.

We are Marines with a mission and Marines always accomplish the mission.

Recruiters, NCOICs, and command group members must all make the personal commitment to do the hard work necessary to succeed. We must continue to acknowledge the role of personal responsibility and personal accountability for doing what's expected. In order for the team to win, **EVERYONE MUST DO THEIR SHARE.**

Our future is completely within our control.

QUALITY WITHOUT COMPROMISE!



Col. Craig A. Marshall 4th Marine Corps District



Sgt. Jason Lamontagne

Major Robert C. Fulford, commanding officer of RS Baltimore, presents Master Gunnery Sgt. Mark A. Holman, recruiter instructor for RS Baltimore, with the Meritorious Service Medal in recognition for his service while stationed at District Headquarters from 2001 until 2004.



Sgt. John Watts

Captain Thomas Chung, Recruiting Station Cleveland executive officer, congratulates Staff Sgt. Alexander C. Snay, canvassing recruiter from RSS Ohio Valley, who re-enlisted February 21 at the RS Headquarters.



Sgt. Tiffany Carter

RS Frederick's commanding officer, Maj. Julie Nethercot, and Sgt. Maj. Ian Hamilton pose with Pfc. Kevin Gallagher, who won a skateboard for obtaining five referrals during a referral drive.

SERGEANT MAJOR'S MESSAGE

Marines,

I would like to take this opportunity to say congratulations to all the Marines who contributed to the successful recruiting efforts in the month of March. Your efforts are appreciated. Every young person who we enlist into our ranks represents the future of our Corps. Your mission is vital to the success of our Corps. Be proud of your accomplishments.

Lead your poolees, the parents of these young Americans have entrusted you with their most precious assets, their sons and daughters. A huge responsibility but even more of an honor.

Leadership is the defining quality of Marine NCOs and officers. Good leadership inspires and motivates Marines to accomplish the mission. Leadership may be defined by the following characteristics:

- 1. Emphasis on the will.** Leaders **inspire** others to take action. To provide inspiration, the leader must affect the Marine positively. To do this, the leader must first understand the factors that determine a Marine's will to fight. These factors include fear, courage, stress and a shared sense of mission. Although these qualities are intangible, they often determine the outcome of combat.
- 2. Motivating Marines to perform actions they wouldn't ordinarily perform.** Anyone can be put in charge of a group of Marines and lead them to the chow hall. This task is simple because Marines go to the chow hall willingly. However, it is not such a simple task to motivate a Marine unit to continue fighting during difficult circumstances against a determined enemy. Such a challenge requires effective leadership.
- 3. Leadership as an art.** Like tactical decision making, **leadership is an art based on character and competence.** When faced with a tactical situation, a leader has no time to consult a textbook to find out what to do. Instead, he meets the challenge by using sound reasoning and good judgment to develop unique solutions appropriate to the situation. Equally challenging is his task of leading a group of unique individuals to accomplish a mission. Since both tactical and leadership challenges are unique, an effective leader appreciates each situation individually.

Marine Corps Leadership, Warfighting Skills Program, 1997



**Sergeant Major
David W. Boerst**



Cpl. Amanda L. Gwathney
Master Sgt. Aaron F. Case, quality control chief, and Gunnery Sgt. Robert W. Haywood, Contact Team, each received Navy and Marine Corps Commendation Medals February 11 for their superior achievements at their respective RSSs.



Cpl. Sarah M. Harman
Sergeant Maj. Robert Hollings, Eastern Recruiting Region sergeant major (right), shakes hands with Sgt. Maj. Tyrone Humphrey (left), Recruiting Station Richmond's sergeant major, at the commanding officer and sergeant major's conference held in January.



Cpl. Sarah M. Harman
Corporal Spencer D. Watts, Fourth Marine Corps District administrative clerk, was promoted to his current rank March 1 at the District Headquarters.

Semper Fi; embodiment of evening

No messing around at mess night; RS Charleston celebrates tradition

Story by
Sergeants Trent Kinsey and
Theresa E. Seng

BARBOURSVILLE, W. Va. – Marines from Recruiting Station Charleston took time out from recruiting and gathered at the American Legion here, to celebrate a mess night ceremony, a long, honored Marine Corps tradition, February 4.



Sgt. William T. Kinsey
Sergeant Maj. David W. Boerst, sergeant major, 4th Marine Corps District, accepts his token of appreciation from the Marines of Recruiting Station Charleston during the Mess Night Ceremony held February 4.

RS Charleston conducted the ceremony because the command wanted to boost the morale of its Marines and attempt to bring back some of the traditions commonly put aside during recruiting duty, said Staff Sgt. William L. Flatt, logistics chief, RS Charleston.

"Recruiting duty is tough on the recruits," said Flatt, who presided as the vice president of the mess, or Mr. Vice. "Sometimes it becomes easy to forget some of the traditions of being a Marine."

Sergeant Maj. David W. Boerst, 4th Marine Corps District sergeant major and guest of honor at the mess, agrees with Flatt. "The maintenance of traditional discipline, gallantry, and love of the Corps is our duty. Too many times on recruiting duty the Marines think they're out there alone, and they're

really not. It is our further duty to see the same high standards of respect and prestige is not only maintained but also strengthened."

According to a monograph by retired Lt. Col. Merrill L. Bartlett, variations of the Mess night ceremony can be traced back as far as the 19th Century, but wasn't institutionalized until 1952. They are meant to build camaraderie and pride in a unit while paying tribute to those Marines who served throughout history.

The true origins of a mess night are hazy, but it's believed to come from the British aristocratic belief system. The British officer of the 19th Century believed a gentleman should live as comfortably as circumstances allowed. The most comfortable way to live in the field was to set up an officer's mess.

It is believed the officer's mess originated with the Royal Artillery at Woolwich in 1783, and until World War II it was the cornerstone of the military institution.

The first unofficial, documented Marine Corps Mess Night was in 1927 when the Scots Guards invited a few officers with the 4th Marines in Shanghai to a guest night. As a captain, Gen. Lemuel C. Shepherd, 20th commandant of the Marine Corps, attended. Impressed by the sparkling silver, handsome candelabra, polished tables, fine crystal and china, the pipe major's traditional highland ballads and traditional royal toasts with port, the commanding officer of the 4th Marines instructed his adjutant to arrange a similar gathering and invite the officers of the Scots Guards. These exchanges continued while the Marines served in China.

As commandant nearly 30 years later, Shepherd visited the 3rd Marines at Mount Fuji, Japan, where he was entertained with a mess night conducted in strict compliance with the British tradition he remembered fondly from his days with the 4th Marines. During his time as commandant he had a guide for Marine Corps officers written, which included a section on the tradition of mess night. The first mess night as Marines know it today was held at Marine Barracks, Washington, D.C., late in the summer of 1954.

The tradition still holds strong today as the Marines of RS Charleston fortify their

fraternity. For some, this was their first mess night, and Boerst said he thought it was a great experience for all, from the young privates first class in attendance to the sergeants major.

"This is an absolutely vital link to our past, but it's also training for the future. It may have been the first for some young Marine, but there will eventually be a second and third, and he will have to be the duty expert and properly conduct a mess night."

It was an evening of relaxation and amusement, said Boerst, combined with traditional lore.

"The toasts of the night say it all, but the fallen comrade toast really stands out in my mind. At this time in history with so many Marines forward deployed in Afghanistan and Iraq, fighting for their country and giving the ultimate sacrifice."

The mess night was held in field mess fashion, with Marines in cammies, and Boerst said he felt as though that helped the Marines feel closer to those who are deployed.

"The mess doesn't have to always be at a formal five-star restaurant," he said. "We even sat on folding chairs, but it didn't matter, it's the atmosphere that's important."

The atmosphere of the mess continued as the president of the mess asked, "Gentlemen will you join me at the bar?" Boerst said the Marines joined, passing the time swapping tall tales and sea stories.

Boerst said he would like to see more mess nights around the District because they are an important part of the Corps, and the recruiting mission.

"We are Marines first and foremost, Marines who are on recruiting duty," he said. "When you attend a mess night it makes you think about our team, the band of brothers," he said.

"Recruiters can relate that to our Corps they brag about every day. The pride of belonging, courage, challenge, leadership, discipline, the mess celebrates all of that. Trying to explain the mystique behind the words Semper

Fidelis to someone who is not a Marine is nearly impossible.

Marines know the words are more than just words. It is a feeling, a feeling of brotherhood, which Marines live and breathe by. It was definitely present at RS Charleston's warrior night."

Editor's note: Information for this article was gathered from Headquarters Marine Corps' customs and traditions historical Web site.



SUB-STATION'S POSITIVE ATTITUDE LEADS TO SUCCESS

Story and photos by
Sgt. David J. Drafton
Raleigh, N.C.

RALEIGH, N.C. – Less than 10 months ago, Recruiting Sub-station Greensboro, Recruiting Station Raleigh, was a struggling station. During the third quarter of fiscal year 2004, Gunnery Sgt. Alex Quiles, a Winston-Salem, N.C., native, took over as non-commissioned officer in charge of the station.

At that point, anyone could see a noticeable change in production. So much of a change that Quiles went on to achieve a 2.0 annual percentage rate per recruiter and was ranked tenth amongst NCOICs in the District. The station was also home to two of Raleigh's top ten recruiters for FY 2004.

Quiles, who is on his second tour of recruiting, says, "I enjoy winning. My recruiters have a winning mentality." He takes a different approach to this duty than many NCOICs on the streets.



Gunnery Sgt. Alex Quiles, NCOIC RSS Greensboro, goes over a pool card with Staff Sgt. Rolando McLeod, canvassing recruiter RSS Greensboro.

Quiles works his recruiters hard Monday through Thursday. During this time, "you must make quality appointments. Quality appointments make quality interviews, which lead to good (new working applicants), and that means contracts." Fridays, he conducts sector training and allows the Marines to learn from each other. Friday evenings and Saturdays are usually reserved for family.

Quiles doesn't push for the end of the month "made mission, gone fishing" idea. He allows his recruiters personal time throughout the month. He says, "My Marines need to be recharged often and some can't wait until the weekend to do so. When I cut them loose I want them to concentrate on family

not on recruiting."

Quiles enjoys his work because it lets him feel as if he is making a difference. "I just want to afford these kids the same benefits that I have gained in my seventeen years in the Corps."

Staff Sgt. Rolando McLeod, native of Southern Pines, N.C., has been on recruiting duty for over a year. He believes,

"We (RSS Greensboro recruiters) are able to make mission and have time off because we maintain a focus of making phase line and all of the other goals set by District. You make phase line, you make mission. The key to recruiting is focus."

McLeod, formerly a member of the All-Marine Basketball team, stated he went on recruiting duty because, "I saw what I could do for the Marine Corps. We make mission for the commanding officer. If he's successful, we're successful."

When it comes to McLeod's quality of life, "It is good all month long as long as I am putting bodies down range."

He attributes this to being able to take time during the month to do other things. "I don't get to play (basketball) as much as I would like to, but I still have personal time to do the things that I need and want to," said McLeod.

He says, "To be a thriving recruiter, you have to learn to blend your personal time with making phase line during the month."

This plan of attack seems to be very useful. RSS Greensboro continues to lead RS Raleigh each quarter and is already on the way to making RSS of the Year for RS Raleigh in FY 2005.



Staff Sgt. Rolando McLeod, a canvassing recruiter with RSS Greensboro, goes over benefit tags with a possible future Marine.

Cleveland recruiter's target practice pays off

Story by
Sgt. John Watts
Cleveland

CANTON, Ohio - Staff Sgt. Christopher A. Perdue, a recruiter from Recruiting Sub-station Canton, recently became the first recipient of the new .50 Caliber Club award at Recruiting Station Cleveland.

The .50 Cal Club award replaces the older "Half-Cock" award given for the same accomplishment.

The award recognizes recruiters for 50 net contracts in the first 18 months of recruiting duty.

Perdue is one of the top recruiters at RS Cleveland with a tour-to-date net annual percentage rate of 3.38. Perdue has enlisted 60 recruits with only four discharges.

Master Sgt. Mark Baker was Perdue's non-commissioned officer in charge for Perdue's

first year on recruiting duty.

Baker said Perdue's attitude and sincerity sets him apart from other recruiters. "Staff Sgt. Perdue has a genuine concern for his applicants," said Baker. "He believes in what he does and has a great attitude for recruiting duty."

Perdue says the secret to his success is a positive mental attitude mixed with systematic recruiting.

"Systematic recruiting works," said Perdue. "If you take advantage of every opportunity that presents itself and use what you are taught, you will be successful."

Perdue also has a question for those recruiters who

struggle while on recruiting duty.

"I always wonder why some Marines accept failure on recruiting duty. If you look at what I have done, I have only made the mission assigned to me every month," said Perdue. "In anything else that you do as a Marine, when you are given a mission, you complete it. Why would you accept failure as a recruiter when you wouldn't in the fleet?"

Perdue enjoys recruiting and wants to remain.

"I hope I can become an NCOIC," he said. "I volunteered to come out on recruiting duty and I want to stay. Eventually, I would like to train other recruiters how



Staff Sgt. Christopher Perdue holds his recently acquired .50 Cal Club award proudly.

Heat is on to increase pool productivity

Story by
Sgt. Jason Anderson
4th MCD

February, March, April and May, also known as FMAM is coming to an end. With this comes summer and the increased opportunity for area canvassing, which brings about fresh new names and prospects.

"This perceived utopia could be shattered for some who did not prepare their pool for the upcoming summer months that also bring heavy shipping and contracting," said Gunnery Sgt. Robert Haywood, 4th Marine Corps District contact team member. "There is potential to contract at twice the rate to make up for summer pool discharges."

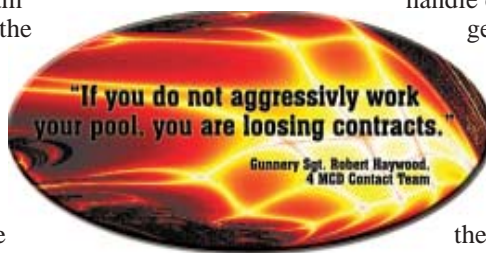
To be as productive as possible in the summer months, poolees should be encouraged to refer names on a constant basis. Increased possibilities will come when the pool contacts are being maximized.

"A poolee referral is a good thing, but make sure they also tell you where and when to contact their referral," said Haywood. "Better yet, have them bring their referral to the office."

Informing poolees of the rewards of being promoted to private first class for their referrals before they go to boot camp is a great way to get new names. They can earn a total of \$725.40 more than someone who enlists as a private. Since promotion to lance corporal is then accelerated, the advantage becomes \$1,450.80.

"To foster production amongst poolees who are already guaranteed private first class, push the established incentives, such as the backpack, jacket and dress blues, then develop incentives of your own," said Haywood. "Sometimes recognizing the top producing poolee at a pool meeting with a rotating plaque, or giving them a T-shirt for a referral who enlists will do wonders."

"You are limited only by your imagination on how to work your pool for referrals. But one thing is for sure, if you do not aggressively work your pool, you are losing contracts," added Haywood.



Maintaining contact with poolees on a continual basis is critical. Successful recruiters say "once a week at a minimum." Don't just contact them for referrals. Taking an interest in their lives and what is going on is a must. Knowing the poolees and what is happening in their lives will help recruiters to smooth out issues before they become a problem.

At-risk poolees need extra attention from recruiters. For instance, it would be a good idea to put a plan in place for poolees who are struggling in school to make sure they graduate. Tracking poolees' progress and holding them accountable for their actions will help to handle concerns as soon as they arise. Bad news will not get better with time.

When a poolee is brought into the delayed entry program, their family should be brought as well. When a poolee has something going on in their life they will not tell their recruiter about, chances are their mom or dad will.

"Contacting the family regularly and keeping them informed and involved will show them you are holding up your end of the bargain, and their commitment to you will grow," said Haywood. "If you neglect the family, and the poolee develops a concern, chances are their family will support them in those concerns and you will take a discharge."

Continuing a relationship so the poolee stays committed, remains excited about his future in the Corps and ships to recruit training is important.

Shipping the pool to recruit training is only half the battle. Shipping them with knowledge and confidence to overcome the challenges of recruit training will increase their chances for success. Recruiters can be confident their shipped pool will become Marines if they did a good job of keeping their pool motivated and kept their pool functions productive.

The key to ensuring a productive summer is keeping the pool strong on referring names, attending and benefiting from pool functions, and shipping to recruit training to return home Marines.

New Marine makes early contribution to Corps

Story by
Sgt. Tiffany Carter
Frederick, Md.

ROCKVILLE, Md. - Many Marines go on to do great things after their transformation through boot camp and their military occupational school, but others don't wait that long before making an impact. Some make great strides long before they've even stepped onto the yellow footprints.

Private first class Kevin Gallagher graduated boot camp just a few months ago, and he's already receiving recognition for going above and beyond as a Marine. The motivation for his accomplishments came months before he actually put on the eagle, globe and anchor. Gallagher received an award earlier this quarter for work he did as a member of Recruiting Station Frederick's Delayed Entry Program. After only four months in the DEP, Gallagher obtained a total of five referrals, which resulted in two contracts for Recruiting Sub-station Rockville.

"Poolees are expected to get two referrals during their time in the DEP," says Sgt. Maj. Ian Hamilton, RS Frederick's pool program manager. "They'll earn special incentives along the way but most importantly they'll get promoted to private first class. This puts them well ahead of their peers by about six months."

This advance in rank and pay is something some poolees do not really think about seriously while they're in the DEP. "You don't realize how important it is until you go to recruit training," said Gallagher. "You start to get your uniforms together, you see everyone else as a private. You really realize how important it is becoming a Marine and getting rank."

Not only was it important for Gallagher to gain referrals for promotion, he also showed his recruiter he was an incredible asset to the DEP.

"As soon as he got into the Delayed Entry Program, he requested to come out with me area canvassing and looked at high school lists," said Gallagher's recruiter. Sgt. Aaron

Machado, RSS Rockville, Md. "At least two to three times a week, he would come out with me and bring me to spots where his friends would hang out and also showed me different hot spots where the kids would be after school and during the evenings."

Recruiters like Machado appreciate any efforts poolees can provide.

Gallagher gained respect from his peers, an early promotion and a feeling of self-pride for going above and beyond in his duties as a poolee. That motivation continued while he was on recruiter's assistance. "He's still as motivated to find people to join. He said it was a great experience and a great opportunity," said Machado. "That's what I think drives him as much as it drives a recruiter. When we believe what we're doing is beneficial for these kids, it makes us work that much more."

Gallagher is scheduled to return to RSS Rockville for round two of recruiter's assistance in between his next class at his military occupational school, which he said he is looking forward to.

OSO Standings

1 OSS Raleigh
Capt. Walker
319



2 OSS Frederick
Capt. Connor
278



3 OSS Roanoke
Capt. McFaul
254



4 OSS Louisville OSO Capt. Rockel Points 241

5 OSS Raleigh OSO Capt. Burns Points 241

6 OSS Kent OSO Capt. Samad Points 227

7 OSS Richmond OSO Capt. Mitchell Points 223

8 OSS Columbus OSO Capt. Koren Points 199

9 OSS Hyattsville OSO Capt. Carle Points 198

10 OSS Hyattsville OSO Capt. Beamon Points 196

11 OSS Ann Arbor OSO Capt. Dillon Points 178

12 OSS Richmond OSO Capt. Martin Points 106

Use marketing skills to establish rapport

Story by

Sgt. Theresa E. Seng

4th MCD

An epidemic is spreading fast. Symptoms include restlessness, zoning out, spikes in temperature and a possible itch.

This epidemic may be known to some as spring fever. If action is taken quickly contracting may increase, but beware. To keep this epidemic from turning into a plague for shipping and contracting for the remainder of this fiscal year, and the duration of the next, the only long-term remedy is to reinforce the High School and Community College program.

"Now is the time to look at the program with an objective eye," said Master Sgt. Tony C. Lester, 4th Marine Corps District Contact Team member. "The actions taken on the high school and community college program now will impact the grad contracts for next year, and the senior contracts for the remainder of this fiscal year."

The effect recruiters have on young men and women inside the schools is profound. Most people don't wake up one day and decide they want to become a Marine. It is usually a collection of influences over time.

"The high school and community college program is a vital part of the overall success of the sub-station," said Lester. To develop a good plan, start with the final visit. Look at each event held in the school and evaluate its effectiveness, starting with career talks. "They can be your most lucrative event."

To take advantage of the career talks, improve them by employing marketing skills. Major companies ensure their target market is present at their events. So should recruiters.

The mantra "gain exposure, establish rapport" recruiters know from Volume I is usually interpreted as gaining exposure and establishing rapport with the administration, but recruiters should focus on the possible applicants in the schools as well, said Lester. Start with ensuring all poolies and contacts at the school know about and are invited to the talk. Conduct Reserve Officer's Training Corps talks in the spring and concentrate on the juniors.

"Most have probably already had a talk this school year, but who's to say you can't have two?" asks Lester. "This is a good way to make contact with those upcoming seniors," he continued. "Recruiters can continue to focus on the current mission while paving the way for future success."

Another way to market the Marine Corps in schools is the awards program. "It seems this has turned into an admin function," said Lester. "I have noticed in my travels throughout the District that recruiters are not getting involved in the awards. It seems as though recruiters are not taking advantage of the wonderful opportunity to make themselves known and instead, are just letting the recruiting station produce and disseminate the awards. Although it may be a check in the box, it is not what the program is intended for."

Market the program in schools especially where access is limited, suggests Lester, and take time to prepare for the awards. The school's administration may be more receptive to the idea of the Marine Corps recognizing students, who aren't joining the Corps, for their accomplishments. The presence of a Marine at a school's award ceremony will greatly contribute to the goal of gaining exposure and establishing rapport.

Just a little planning and effort can go a long way in improving the program. With the advent of spring, the end of the school year is approaching. This is the time to recognize the value of having a quality HS/CC program set up for continued future success.

Arnold Classic success for recruiting effort

Marines of RS Charleston earn fitness world's respect

Story and photos by
Sgt. Trent Kinsey
Charleston, W.Va.

COLUMBUS, Ohio -- About 100,000 sports fans and 15,000 athletes gathered here, March 4-6 for a chance to see the governor of California.

Every year, hundreds of thousands of people come from all over America for one of the largest fitness and body building expos in the world.

Instead of seeing the Terminator, spectators were confronted with a 30-foot drill instructor and the loud calling of the United States Marines.

For three days, the Marines of Recruiting Station Charleston manned a booth, which required its spectators to challenge themselves. At the end of the weekend, 1,394 people challenged themselves the Marine Corps way.



Governor Arnold Schwarzenegger, R - Calif., jokes with the Marines at the booth. He does his best to visit the Marines' booth each year.



Gunnery Sgt. Rodney M. Harris, assistant Marine officer instructor, Ohio State University, tries to motivate his participant.



Landon Walker, a Bellville, Ohio, native, struggles to make his 16th pull-up. Twenty pull-ups would have gotten him a T-shirt, but with only 16 he was awarded a Marine Corps water bottle.



Gunnery Sgt. Scott G. Richardson, non-commissioned officer in charge of Recruiting Sub-station Circleville, Ohio, watches as one of the 600 participants in the Pump-and-Run competition performs the bench press portion of the event. Each participant was required to bench press a portion of their body weight before running the 5K.

Second Quarter's Top Recruiters

Baltimore	Charleston
 RSS: Wilmington Recruiter: Sgt. Gonzales	 RSS: Johnson City Recruiter: Gunnery Sgt. Layne
Cleveland	Detroit
 RSS: Canton Recruiter: Staff Sgt. Perdue	 RSS: Pontiac Recruiter: Sgt. Daniels
Frederick	Louisville
 RSS: Alexandria Recruiter: Sgt. Morin	 RSS: Louisville North Recruiter: Sgt. Laurenti
Raleigh	Richmond
 RSS: Greensboro Recruiter: Staff Sgt. McLeod	 RSS: Lynchburg Recruiter: Staff Sgt. Kelley

Louisville recruiter all revved up



Sgt. Scott Whittington

Sergeant Steven Dattilo, recruiter at RSS Paducah, RS Louisville, proudly displays his latest victory. This rear quarter panel of the Team Marines Busch Series race car was used as an incentive item in Louisville's latest campaign. The first recruiter to find six grad contracts from January and ship them wins the race memorabilia. The panel will also be autographed by the driver in the upcoming race this summer at the Kentucky Speedway.

Top Monthly Performers

RS

January

February

March

Baltimore	January	February	March
Baltimore	Sgt. Worsley (Hyattsville)	Sgt. Barros (Bel Air)	Sgt. Gonzales (Wilmington)
Charleston	Gunnery Sgt. Layne (Johnson City)	Sgt. Webb (Huntington)	Staff Sgt. Rohr (North Columbus)
Cleveland	Staff Sgt. Perdue (Canton)	Sgt. Chandler (Salem)	Sgt. Tucker (Akron)
Detroit	Sgt. Daniels (Pontiac)	Sgt. Henson (Southgate)	Staff Sgt. Johnson (Southgate)
Frederick	Sgt. Clink (Frederick)	Sgt. Summers (Alexandria)	Sgt. Capati (Chantilly)
Louisville	Sgt. Laurenti (Louisville North)	Staff Sgt. Anderson (Lexington)	Sgt. Laurenti (Louisville North)
Raleigh	Staff Sgt. Mallari (Jacksonville)	Gunnery Sgt. Salsman (Greensboro)	Staff Sgt. Glenn (Jacksonville)
Richmond	Staff Sgt. Kelley (Lynchburg)	Sgt. Brumfield (Norfolk)	Sgt. Baskin (Roanoke)
PSR	Gunnery Sgt. Rajopa (Baltimore)	Staff Sgt. Stine (Washington D.C.)	Gunnery Sgt. Evans (Cincinnati)

Second Quarter's Top NCOICs

Baltimore Charleston



RSS: Wilmington
NCOIC: Staff Sgt. Armistead



RSS: Parkersburg
NCOIC: Staff Sgt. Caudill

Cleveland Detroit



RSS: Canton
NCOIC: Staff Sgt. Combs



RSS: Livonia
NCOIC: Staff Sgt. Little

Frederick Louisville



None selected



RSS: Fairfield
NCOIC: Gunnery Sgt. Adyani

Raleigh Richmond



RSS: Greensboro
NCOIC: Gunnery Sgt. Quiles



RSS: Charlottesville
NCOIC: Gunnery Sgt. Emmert

New 8412s

Staff Sgt. Jeremiah M. Horton
RS Cleveland/RSS Akron

TOP THREE MCRD GRADUATE RATES FOR 2nd QUARTER

89.5 Cleveland
89.4 Charleston
89.4 Frederick

Top Monthly Performers

RS

January

February

March

Baltimore	Staff Sgt. Armistead (Wilmington)	Staff Sgt. Armistead (Wilmington)	Staff Sgt. Stepney (Glen Burnie)
Charleston	Staff Sgt. Rodgers (Beckley)	Gunnery Sgt. Bishop (Huntington)	Staff Sgt. Caudill (Parkersburg)
Cleveland	Staff Sgt. Breitenbach (Lorain)	Staff Sgt. Combs (Canton)	Staff Sgt. Horton (Akron)
Detroit	Staff Sgt. Little (Livonia)	Gunnery Sgt. Satterfield (Findlay)	Master Sgt. Schueller (Mount Clemens)
Frederick	Gunnery Sgt. Russell (Fredericksburg)	Staff Sgt. Harper (Alexandria)	Gunnery Sgt. Marr-Gaye (Chantilly)
Louisville	Gunnery Sgt. Cutsail (Evansville)	Staff Sgt. Hester (Paducah)	Gunnery Sgt. Adyani (Fairfield)
Raleigh	Staff Sgt. Jackson (Wilmington)	Gunnery Sgt. Atkinson (Fayetteville)	Gunnery Sgt. Quiles (Greensboro)
Richmond	Gunnery Sgt. Emmert (Charlottesville)	Gunnery Sgt. Emmert (Charlottesville)	None selected

FY 05 NCOIC STANDINGS

1

RSS Parkersburg
Staff Sgt. Caudill
RS Charleston
Net APR 2.22



2

RSS Toledo
Gunnery Sgt. Doriski
RS Detroit
Net APR 2.17



3

RSS Livonia
Staff Sgt. Little
RS Detroit
Net APR 2.06



	RSS	NCOIC	RS	Net APR		RSS	NCOIC	RS	Net APR
4	Zanesville	Staff Sgt. Brahen	Cleveland	2.00	46	Chantilly	Gunnery Sgt. Marr-Gaye	Frederick	1.48
5	Lynchburg	Staff Sgt. Arnold	Richmond	1.94	47	Dover	Staff Sgt. Baxley	Baltimore	1.46
6	Charlottesville	Gunnery Sgt. Emmert	Richmond	1.91	48	Eastgate	Staff Sgt. Kolman	Charleston	1.46
7	Southgate	Gunnery Sgt. Goode	Detroit	1.87	49	Huntington	Gunnery Sgt. Bishop	Charleston	1.45
8	Roanoke	Staff Sgt. Butt	Richmond	1.86	50	Rockville	Gunnery Sgt. Corvoisier	Frederick	1.44
9	Pontiac	Master Sgt. Travis	Detroit	1.83	51	Winchester	Staff Sgt. Boatwright	Frederick	1.44
10	Findlay	Gunnery Sgt. Davis	Detroit	1.82	52	Pikeville	Staff Sgt. Proffitt	Charleston	1.42
11	Fredericksburg	Gunnery Sgt. Russell	Frederick	1.80	53	Richmond Main	Staff Sgt. Plata	Richmond	1.42
12	Jacksonville	Staff Sgt. Glenn	Raleigh	1.80	54	Hickory	Gunnery Sgt. Parris	Raleigh	1.40
13	Wilmington	Staff Sgt. Jackson	Raleigh	1.80	55	Southern Pines	Gunnery Sgt. Sherrill	Raleigh	1.40
14	Wilmington	Staff Sgt. Armistead	Baltimore	1.78	56	Fairfax	Gunnery Sgt. Benton	Frederick	1.38
15	Mt Clemens	Master Sgt. Schueller	Detroit	1.78	57	Johnson City	Gunnery Sgt. Matson	Charleston	1.37
16	Xenia	Staff Sgt. Harper	Charleston	1.75	58	Louisville North	Master Gunnery Sgt. Akemon	Louisville	1.37
17	Ypsilanti	Staff Sgt. Clayton	Detroit	1.74	59	Lorain	Staff Sgt. Breitenbach	Cleveland	1.35
18	Cincinnati	Staff Sgt. Hickman	Louisville	1.72	60	Dayton	Gunnery Sgt. St. John	Charleston	1.32
19	Evansville	Staff Sgt. Simerka	Louisville	1.71	61	Maple Heights	Gunnery Sgt. Hitchcock	Cleveland	1.32
20	Concord	Staff Sgt. Coursen	Raleigh	1.70	62	Winston-Salem	Gunnery Sgt. Haynes	Raleigh	1.30
21	Greensboro	Gunnery Sgt. Quiles	Raleigh	1.70	63	Chesapeake	Gunnery Sgt. Pellicore	Richmond	1.27
22	Catonsville	Staff Sgt. Gowl	Baltimore	1.67	64	Norfolk	Gunnery Sgt. Lane	Richmond	1.25
23	Petersburg	Staff Sgt. Murchison	Richmond	1.67	65	Frederick	Staff Sgt. Selli	Frederick	1.23
24	Mansfield	Staff Sgt. Marks	Cleveland	1.66	66	Bel Air	Staff Sgt. Kephart	Baltimore	1.22
25	South Columbus	Master Sgt. Mankin	Charleston	1.64	67	Charleston	Gunnery Sgt. McKeone	Charleston	1.22
26	Canton	Staff Sgt. Combs	Cleveland	1.64	68	Goldsboro	Gunnery Sgt. Johnson	Raleigh	1.20
27	Mentor	Staff Sgt. Merola	Cleveland	1.62	69	Rocky Mount	Gunnery Sgt. Crawford	Raleigh	1.20
28	North Columbus	Gunnery Sgt. Butler	Charleston	1.59	70	Fairmont	Staff Sgt. Riley	Frederick	1.18
29	Virginia Beach	Gunnery Sgt. Hall	Richmond	1.59	71	Richmond South	Gunnery Sgt. Eaton	Richmond	1.15
30	Akron	Staff Sgt. Horton	Cleveland	1.58	72	Hyattsville	Gunnery Sgt. Scott	Baltimore	1.11
31	Lexington	Gunnery Sgt. Deskins	Louisville	1.58	73	Raleigh	Gunnery Sgt. Foster	Raleigh	1.10
32	Beckley	Staff Sgt. Rodgers	Charleston	1.56	74	Salem	Staff Sgt. Clear	Cleveland	1.07
33	Lima	Staff Sgt. Mulet	Detroit	1.56	75	Madison Heights	Staff Sgt. Craig	Detroit	1.05
34	Alexandria	Staff Sgt. Harper	Frederick	1.54	76	Florence	Gunnery Sgt. Franklin	Louisville	1.00
35	Fairfield	Gunnery Sgt. Adyani	Louisville	1.54	77	Fayetteville	Gunnery Sgt. Atkinson	Raleigh	1.00
36	Norwalk	Gunnery Sgt. Williams	Detroit	1.53	78	London	Master Sgt. Swanner	Louisville	0.96
37	Glen Burnie	Staff Sgt. Stepney	Baltimore	1.52	79	Waldorf	Staff Sgt. McCary	Baltimore	0.94
38	Metro West	Gunnery Sgt. Shaffer	Cleveland	1.52	80	Clarksville	Gunnery Sgt. MacFarland	Louisville	0.94
39	Newport News	Gunnery Sgt. Byers	Richmond	1.52	81	Ohio Valley	Staff Sgt. Eversole	Cleveland	0.93
40	Salisbury	Gunnery Sgt. Jahnigen	Baltimore	1.50	82	Durham	Gunnery Sgt. Callier	Raleigh	0.80
41	Circleville	Gunnery Sgt. Richardson	Charleston	1.50	83	Warren	Gunnery Sgt. Walker	Detroit	0.77
42	Woodbridge	Gunnery Sgt. Oliver	Frederick	1.50	84	Towson	Master Sgt. Bearden	Baltimore	0.55
43	Paducah	Staff Sgt. Hester	Louisville	1.50	85	Landover	Gunnery Sgt. Addo	Baltimore	0.50
44	Danville	Staff Sgt. Sumpter	Richmond	1.50	86	Elizabethtown	Staff Sgt. Bennett	Louisville	0.44
45	Medina	Staff Sgt. Boone	Cleveland	1.49					

*Red Text indicates 8412 military occupational specialty